

19 Jun 84

MEMORANDUM FOR: THE RECORD

SUBJECT: DirPer note on Delaying Effective Dates of Promotion

1. At the direction of D/Pers' office, we had prepared a Dirper note to remind components to ensure that employees are made aware of the consequences of delaying promotion dates to take advantage of imminent PSIs. I had suggested a change in the original notice to encourage Panels to take into account the delayed date when considering employees for promotion on the premise that:

- a) employees normally have no say about promotion dates;
- b) the option to delay for a reasonable period to take advantage of a PSI was intended to enhance rather than detract from the personnel system by not "penalizing" employees for actions that are out of their personal control;
- c) time-in-grade is only a guideline to begin with and practically no-one is promoted at minimum times anyhow.

2. The rewritten version was returned by the front office with a "no" on the encouragement to consider the delayed promotion. Barbara and I had a discussion with DD/Pers as to the reasoning. Basically, the reason is that since we are giving the employee an option, he/she should be prepared to accept the consequences of whatever decision they make. The problem has been that employees have not been aware of the effect on the time-in-grade when they opt for a delayed promotion. Recognizing that accepting consequences of our actions is certainly an adult, responsible, mature behavior, I agree with the reason; however, if employees are to be "penalized" (the way they will see it), we probably should not have the option at all. Our ~~xxxx~~ discussion ~~xxxxxxxxxxxx~~ included comments about the unfairness involved if some offices take into account the delayed promotion and others do not; ~~xxxx~~ ~~xxxx~~ if no record is made and Panels aren't aware ~~xxxx~~ of the past action; or if the records are incomplete and some get a benefit and others don't.

3. All the foregoing notwithstanding, the bottom line is: date of grade is date of grade is date of grade. Employees must be made aware up front that:

- a) if they decide to delay the effective date of the promotion to take advantage of a PSI, their time-in-grade for the next promotion will be affected;
- b) if they decide to take the promotion without waiting, they end up with less money.

My previous advice to components to be liberal in their actions ~~xxxxxxxx~~ is hereby null and void and rescinded, cancelled and down the tubes. (sigh)

STAT

PAY-

Orig: / Promotion/backpay/retroactive pay

✓ 1: PAY/Pay advancement

, 1: Promotion System/Promotion Policy

1: PPS chrono

2: C/P&PS